

Part-time instructional faculty and staff at postsecondary institutions

Part-time instructional faculty and staff provide postsecondary institutions with a flexible work force to respond to fluctuating student enrollments, to fill temporary vacancies, to teach specialized courses, and to reduce faculty costs. While many faculty work part time out of choice, these individuals face job uncertainty, often play no role in academic governance, and lack job benefits provided to full-time faculty. These issues, which are accentuated by an increasing use of part-time instructional faculty, may affect faculty morale and the quality of teaching available at postsecondary institutions.

- In fall 1992, 42 percent of postsecondary instructional faculty and staff worked part time, up from 33 percent in fall 1987 (see supplemental table 60-1).
- Instructors and lecturers were more likely to be employed part time than faculty with higher academic ranks in fall 1992.
- The percentage of instructional faculty and staff who worked part time increased at research, doctoral, comprehensive, and 2-year institutions between fall 1987 and fall 1992 (see supplemental table 60-1).
- In fall 1992, females were more likely than males to work part time at both public and private institutions.

Percentage of postsecondary instructional faculty and staff, by control and type of institution, sex, academic rank, and employment status: Fall 1992

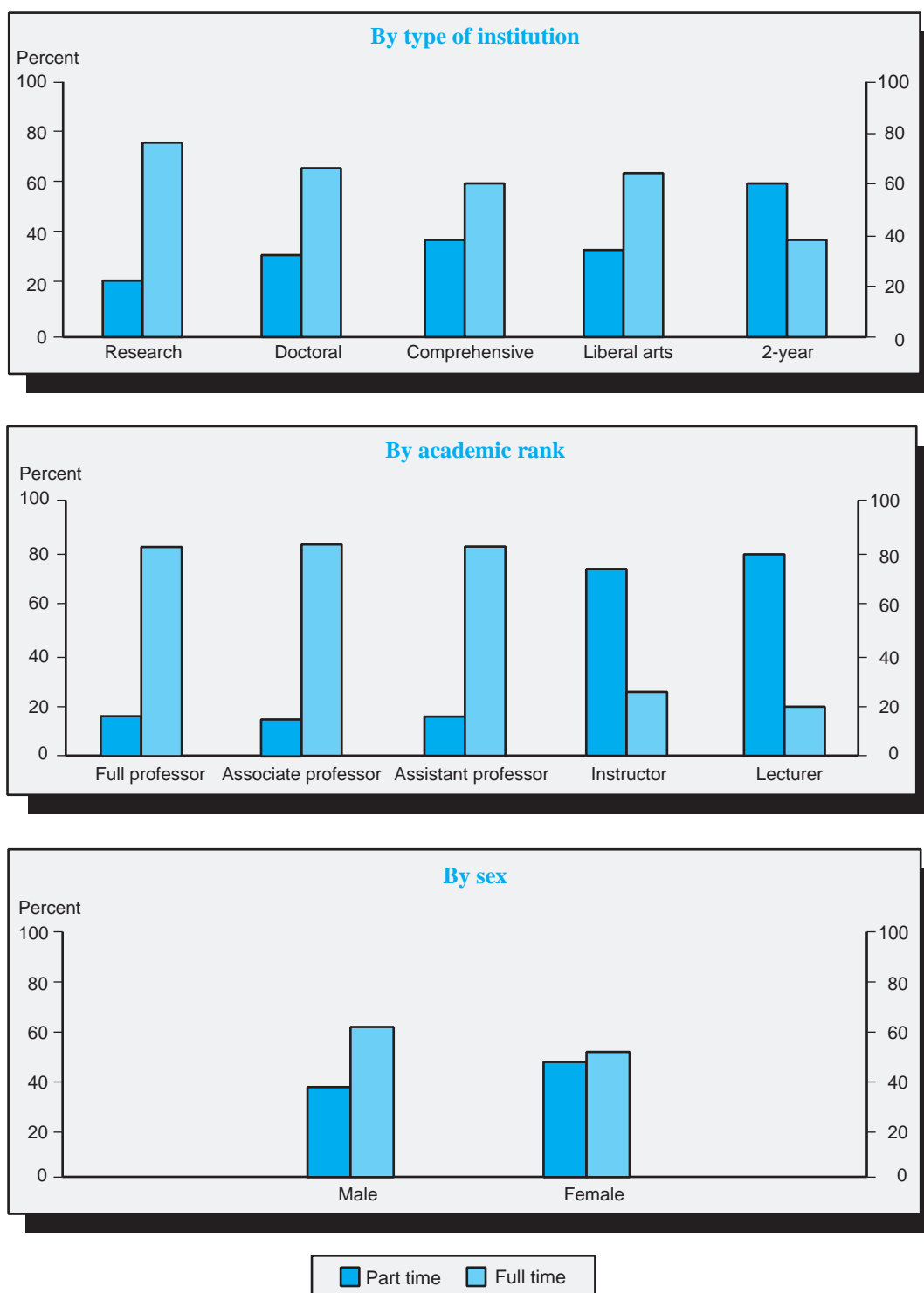
Sex and academic rank	Total	Control of institution		Type of institution					
		Public	Private	Research	Doctoral	Compre- hensive	Liberal arts	2-year	Other
Part time									
Total*	41.6	41.4	42.2	23.4	32.6	38.6	35.7	60.2	37.8
Sex									
Male	37.2	37.0	37.7	19.0	27.4	33.3	29.8	60.8	35.0
Female	48.9	48.5	49.9	34.1	43.2	46.7	43.3	59.4	45.0
Academic rank									
Full professor	16.7	11.7	27.1	10.3	13.9	16.9	17.8	25.1	29.1
Associate professor	15.4	13.3	19.6	16.6	11.0	9.5	9.4	22.2	28.9
Assistant professor	16.3	13.2	21.3	14.8	13.0	11.2	17.0	24.5	27.2
Instructor	74.5	73.3	78.9	65.9	73.8	78.2	75.8	74.7	66.2
Lecturer	79.3	78.1	81.3	59.6	81.6	85.6	80.4	95.1	82.2
Full time									
Total*	58.4	58.6	57.8	76.6	67.4	61.4	64.3	39.8	62.2
Sex									
Male	62.8	63.0	62.4	81.0	72.6	66.7	70.2	39.2	65.0
Female	51.1	51.5	50.1	65.9	56.8	53.3	56.7	40.6	55.1
Academic rank									
Full professor	83.3	88.3	72.9	89.7	86.1	83.2	82.2	74.9	70.9
Associate professor	84.6	86.7	80.4	83.5	89.0	90.5	90.6	77.8	71.1
Assistant professor	83.7	86.8	78.7	85.2	87.0	88.8	83.0	75.5	72.8
Instructor	25.5	26.7	21.1	34.1	26.2	21.9	24.2	25.3	33.8
Lecturer	20.8	21.9	18.7	40.4	18.4	14.4	19.6	4.9	17.8

* Included in the total but not shown separately are other academic ranks and those with no academic rank.

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.

NOTE: Details may not add to 100.0 due to rounding. See the supplemental note to this indicator for a description of types of institutions.

**Percentage of postsecondary instructional faculty and staff,
by employment status: Fall 1992**



NOTE: See the supplemental note to this indicator for a description of types of institutions.

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1993.

Table 60-1 Percentage of postsecondary instructional faculty and staff, by employment status and control and type of institution: Fall 1987 and 1992

Employment status	Total	Control of institution		Type of institution					
		Public	Private	Compre- hensive			Liberal arts	2-year	Other
				Research	Doctoral				
Fall 1987									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Part time	33.1	32.2	34.9	16.7	24.3	29.8	32.6	51.5	52.1
Full time	66.9	67.8	65.1	83.3	75.7	70.2	67.4	48.5	47.9
Fall 1992									
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Part time	41.6	41.4	42.2	23.4	32.6	38.6	35.7	60.2	37.8
Full time	58.4	58.6	57.8	76.6	67.4	61.4	64.3	39.8	62.2

NOTE: Details may not add to totals due to rounding. See the supplemental note to this indicator for a description of types of institutions.

SOURCE: U.S. Department of Education, National Center for Education Statistics, National Study of Postsecondary Faculty, 1988 and 1993.

Note to Indicator 60: Part-time instructional faculty at postsecondary institutions

The 1988 National Study of Postsecondary Faculty (NSOPF) surveyed faculty who had at least some instructional duties (such as teaching one or more courses) in for-credit higher education courses during the fall 1987 term.

Unlike NSOPF-88, which was limited to faculty whose regular assignments included instruction, the faculty universe for NSOPF-93 was expanded to include anyone who was designated as faculty, whether or not their responsibilities included instruction, as well as other (non-faculty) personnel with instructional responsibilities.

This analysis includes all those who had any instructional duties in the fall of 1987 and 1992. Therefore, it includes those faculty whose principal activity that semester was research oriented, technical, clinical, service oriented, or administrative, as long as the faculty member taught at least one class for credit. In fact, in fall 1992, 15 percent of all faculty who taught at least one class for credit had a principal activity other than teaching.

The NSOPF-93 data for the employment status of instructional faculty and staff reflect a substantial increase from the NSOPF-88 data in the percentage of instructional faculty and staff who were employed part time, and conversely, a decrease in the percentage of instructional faculty and staff who were employed full time. Although the increase in the proportion of part-time faculty supports other findings that point to this practice as a way for colleges and universities to reduce costs, the reader is cautioned not to put too much emphasis on the exact change in percentage of part-time instructional faculty and staff between fall 1987 and fall 1992. NSOPF-93 data were collected and weighted differently than NSOPF-88 data, a factor that could produce differences in results.

For the analyses in this volume that show data from NSOPF, institutions of higher education were categorized into five types, as shown below. Remaining institutions, such as religious or specialized institutions, were included in the totals but are not shown separately.

Types of institutions

Research university: An institution among the 100 leading universities that receives federal research funds. Each of these universities awards a substantial number of doctor's degrees in many fields.

Doctoral university: An institution that offers a full range of bachelor's degree and doctor's degree programs in at least three disciplines, but tends to be less focused on research and receives fewer federal research dollars than the research universities.

Comprehensive institution: An institution that offers liberal arts and professional programs. The master's degree is the highest degree typically offered.

Liberal arts institution: An institution that is smaller and generally more selective than comprehensive colleges and universities. A liberal arts institution primarily offers bachelor's degrees, although some offer master's degrees.

2-year institution: An institution that offers certificate or degree programs through the associate of arts level. Two-year institutions, with few exceptions, offer no bachelor's degrees.

Other: An institution that offers degrees ranging from bachelor's to doctor's, with at least half of the degrees awarded in a single discipline. These include institutions whose primary purpose is to offer religious instruction or train members of the clergy; other separate health professional schools that award most of their degrees in fields such as chiropractic, nursing, pharmacy, or podiatry; schools of engineering and technology; schools of business and management; schools of art, music, and design; schools of law; teachers colleges; other specialized institutions such as graduate centers, maritime academies, military institutions, and institutions that do not fit into other classifications; and tribal colleges and universities, most of which are tribally contracted and located on reservations.

SOURCE: U.S. Department of Education, National Center for Education Statistics, *Profiles of Faculty in Higher Education Institutions*, 1988.

Table S60 **Standard errors for the text table in *Indicator 60***

Sex and academic rank	Total	Control of institution		Type of institution					
		Public	Private	Research	Doctoral	Compre- hensive	Liberal arts	2-year	Other
Part time									
Total	0.9	1.1	1.9	2.5	2.4	2.0	2.8	1.3	3.4
Sex									
Male	1.1	1.3	2.0	2.1	2.4	2.2	3.5	1.6	3.9
Female	0.9	1.1	1.9	3.7	3.0	1.9	2.3	1.3	3.4
Academic rank									
Full professor	1.2	1.1	2.5	2.1	3.0	2.5	3.1	2.7	4.6
Associate professor	1.7	2.0	2.9	3.9	2.3	1.2	1.7	3.1	8.7
Assistant professor	1.5	1.3	3.1	3.3	2.6	1.8	3.6	3.9	6.7
Instructor	1.0	1.2	2.0	5.4	3.4	1.9	3.3	1.4	5.2
Lecturer	2.3	2.7	4.2	5.9	6.3	2.3	6.4	1.8	8.7
Full time									
Total	0.9	1.1	1.9	2.5	2.4	2.0	2.8	1.3	3.4
Sex									
Male	1.1	1.3	2.0	2.1	2.4	2.2	3.5	1.6	3.9
Female	0.9	1.1	1.9	3.7	3.0	1.9	2.3	1.3	3.4
Academic rank									
Full professor	1.2	1.1	2.5	2.1	3.0	2.5	3.1	2.7	4.6
Associate professor	1.7	2.0	2.9	3.9	2.3	1.2	1.7	3.1	8.7
Assistant professor	1.5	1.3	3.1	3.3	2.6	1.8	3.6	3.9	6.7
Instructor	1.0	1.2	2.0	5.4	3.4	1.9	3.3	1.4	5.2
Lecturer	2.3	2.7	4.2	5.9	6.3	2.3	6.4	1.8	8.7

SOURCE: U.S. Department of Education, National Center for Education
Statistics, National Study of Postsecondary Faculty, 1993.